

# METH

*Our Nation's Crisis*

• TOOLKIT FOR CHANGE •

**A GUIDE FOR EMPLOYERS**

 **HAZELDEN®**

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#### ***About Meth: Our Nation's Crisis—Toolkit for Change***

The content that follows contains the latest information about methamphetamine (meth). This material can help employers reduce the impact of meth on their business.

This guide is part of a larger toolkit, *Meth: Our Nation's Crisis*, a comprehensive CD/DVD. The CD offers 170 pages of printer-friendly material including a *Meth Primer*, *Campaign Resources*, *Meth Resource Directory*, and five action guides for community leaders, schools, parents, employers, and health care professionals. The DVD presents three meth-prevention videos—*Meth: Shadow Across America*, *Life After Meth*, and *Walking on Thin Ice*.

To order the *Meth: Our Nation's Crisis* CD/DVD (Order # 2395), log on to [www.hazelden.org/bookstore](http://www.hazelden.org/bookstore) or call 800-328-9000 for more information.

#### **About Hazelden Publishing and Educational Services**

Hazelden Publishing and Educational Services is a division of the Hazelden Foundation, which pioneered the model of care for alcoholism and other drug addiction that is now the most widely used in the world. Today, with more than fifty years of experience and an unparalleled breadth of services, Hazelden is an international provider of treatment, research, education, training, and publishing. Visit [www.hazelden.org](http://www.hazelden.org) for further information about Hazelden resources.

The Hazelden Foundation originally developed the following content in 2005 in conjunction with the Initiative Foundation ([www.ifound.org](http://www.ifound.org)). The material was subsequently revised and updated in 2006 for *Meth: Our Nation's Crisis*.

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## A GUIDE FOR EMPLOYERS

### Meth: A Growing Problem in the Workplace

**Methamphetamine (meth), a highly addictive stimulant drug, is hitting communities throughout the United States, and it's hitting hard.**

Between 2002 and 2004, the number of first-time meth users hovered at around 300,000 a year. But in 2004, that number rose to 318,000, and experts speculate that new use will continue to rise without education and intervention. According to the 2003 National Survey on Drug Use and Health, 12.3 million Americans age twelve and older have tried meth at least once.<sup>1</sup>

#### **Use This Guide to Address Meth Use in Your Business**

Employers directly feel the effects of employee meth use through declines in productivity and increases in absenteeism, theft, and workers' compensation claims. On a more personal level, employers exposed to meth users see how the drug affects physical and emotional lives, how it devastates the lives of good, productive employees, managers, and supervisors—everyday people who become quickly addicted. Unhealthy weight loss, sores, psychotic behavior—all result from meth use.

The purpose of this guide is to provide business owners, administrators, and retailers with the information and tools they need to proactively address the issue of meth in the workplace. Instructions and examples show how employers can reduce the impact of meth on their businesses and community by conveying prevention messages, creating a good workplace policy that prohibits drug use, and recognizing employee use and promoting substance abuse treatment. Retailers can help by volunteering to restrict the sale of products containing nonprescription pseudoephedrine, a key ingredient in the production of meth.

This guide's resources include

- statistics on the high cost of meth and other drug use on the job
- how to know if your business is at risk
- what to do if you suspect an employee is using drugs on the job

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***No workplace is immune from meth. Blue-collar or white-collar, assembly line or glass tower, suburb or city—meth does not discriminate.***

- how to develop a drug-free workplace policy that addresses addiction
- information on drug testing
- information about restricting sales of common retail products that can be used to produce meth
- additional resources for employers

You may want to photocopy this guide for your own staff or for other employers and retailers—especially those whose stores carry pseudoephedrine products (a meth ingredient). This guide is part of a larger educational CD/DVD toolkit, *Meth: Our Nation's Crisis*, designed for community leaders to own and share locally. Among its tools are three meth-awareness videos suitable for employees (on the DVD) and a reproducible *Meth Primer* (on the CD). Ask your community meth-awareness group for these resources.

### **Why Is Meth Our Nation's Most Serious Drug Problem?**

Meth use has a severe and costly impact on users' health and lives, the environment, and crime rates. Small meth labs cause expensive and long-term environmental damage. Children who live in households where meth is "cooked" or used are often endangered, hungry, and neglected. Meth is accessible—it's often cheaper to buy than cocaine and can be made from household items. This is why a July 2005 report by the National Association of Counties called it our nation's most serious drug problem.<sup>2</sup>

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***Meth use has a severe and costly impact on users' health and lives, the environment, and crime rates.***

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Meth is extremely addictive because it enhances the user's mood and physical energy by releasing high levels of the neurotransmitter dopamine in the brain. Immediately after smoking or injecting meth, users experience an intense, euphoric "rush," followed by eight to twelve hours of high-energy behavior, during which they may not eat or sleep. Meth can quickly take over users' lives as they pursue incredible highs that are followed by overwhelming crashes, then they desperately attempt to reattain the high. Experts say that it's not uncommon for users to commit crimes that are out of character, such as stealing from family and friends, to get money for meth.

### **The High Cost of Drug Abuse**

Employee alcohol and other drug abuse has a high price tag for American businesses: some estimates place it as high as \$100 billion each year. The losses are due to decreases in productivity and increases in absenteeism, theft, accidents, and health care costs.

Employers and employees alike suffer when employees abuse alcohol and other drugs. Other workers may grow resentful when they find themselves working harder, redoing work, or covering up for a co-worker who is absent or incapacitated because of substance abuse. Employees with too little sleep and improper nourishment can create real dangers on job sites that are inherently hazardous, like manufacturing and construction. The cost of injury or even death to users or other employees can easily soar into millions in the event of an on-the-job accident. And companies that do experience accidents will be hit with rising insurance premiums.

Hospital and emergency room visits by meth users can drive up the fees for company health plans.

According to the National Clearinghouse for Alcohol and Drug Information (NCADI), drug users consume almost twice the employment benefits as nonusers, are absent 50 percent more often, and file more than twice as many workers' compensation claims.<sup>3</sup>

No workplace is immune from meth. Blue-collar or white-collar, assembly line or glass tower, suburb or city—meth does not discriminate. Whether your business is a large industry, a medium-sized partnership, or a small “mom and pop” convenience store, these costs can damage your bottom line.

### **The Growing Rate of Methamphetamine Use on the Job**

Of the 19.4 million American adults (eighteen and older) characterized with abuse of or dependence on alcohol or other drugs in 2003, 14.9 million, or 77 percent, were employed either full- or part-time. This amounts to over 10 percent of full-time workers and 10 percent of part-time workers, according to a survey by the Substance Abuse and Mental Health Services Administration (SAMHSA).<sup>4</sup> Other SAMHSA studies have found that workers in the food service, construction, mining, wholesale, and retail industries have high rates of alcohol and other drug use, as do transportation and material moving workers.

Workers in professional services and in government tend to have the lowest rates of substance abuse. However, meth is growing in popularity



### **Are Your Employees Using Meth on the Job?**

In 1996, Hazelden conducted an Addiction in the Workplace study and found that more than 60 percent of adults knew someone who had reported for work under the influence of alcohol or other drugs. And that was before methamphetamine became popular.

If you think meth is only used by teens, think again. Meth use has been rising among adults and declining among adolescents for the last several years.<sup>5</sup> Why is adult use increasing? Some researchers say that meth is like espresso coffee for the working class, because it's often initially used to increase energy and productivity and to cope with challenging work and family schedules.

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***Seventy-seven percent of adults who abused alcohol or other drugs in 2003 were employed either full- or part-time.***

among employees and executives who use the powerful stimulant to keep going at high speed for eight to twelve hours per dose. In high-stress fields, professionals such as attorneys may turn to meth for its short-term energy benefits—then find themselves addicted.

Studies like the one being done by University of Arkansas researcher Katherine Deck show that meth costs employers a bundle. For example, Deck found that in Benton County, Arkansas, meth use costs employers \$21 million a year.<sup>6</sup>

### Are Small Businesses Also at Risk?

When it comes to workplace substance abuse, small businesses have big disadvantages. SAMHSA reports that staff of companies with fewer than twenty-five employees are twice as likely to use illicit drugs as those in large companies.<sup>7</sup> This is mainly because large companies are more likely to have drug policies and testing programs, and the last place an addict wants to work is in a drug-free workplace. And in a ten-person company, even one substance-abusing employee can have devastating effects on productivity and profits.

***“Meth initially heightens concentration and increases alertness and all of the other things that are desirable characteristics of employees. It also makes it harder to spot on the job. After a fairly short honeymoon period, many people move into addiction. They initially think they can control meth. In short order, meth starts to control them.”***

— Carol Falkowski, Director of Research Communications,  
Hazelden

### Signs and Symptoms of Meth Use

If you suspect someone in your workplace is using meth, you will want to take action. The following symptoms can indicate meth use:

- loss of appetite—extreme, rapid weight loss
- high energy level or restlessness
- talkativeness
- sores on skin from scratching at “crank bugs”
- insomnia
- paranoia
- dry mouth
- dilated pupils
- distorted auditory and visual perceptions
- repetitive motor activity
- declining job performance
- damaged relationships
- stealing or borrowing money from office or from co-workers
- secretive, defensive behavior about activities and possessions
- unusual mood changes
- abrupt temper outbursts
- deterioration in personal appearance and hygiene<sup>8</sup>



## What to Do If You Suspect an Employee Is Using Drugs on the Job

If you, as a supervisor, suspect that an employee is drunk or on drugs while at work, consider taking the actions listed below. (These steps are recommended by the U.S. Department of Labor Drug-Free Workplace Advisor: see [www.dol.gov/elaws/drugfree.htm](http://www.dol.gov/elaws/drugfree.htm).)

1. Escort the employee to a private area to inquire about the behavior.
2. If possible, call in another supervisor or manager who can serve as a reliable witness.
3. Inform the employee of your concerns and get his or her explanation.
4. Notify senior management.
5. Based on the employee's response, place the employee on suspension until a formal investigation takes place.
6. Arrange for the employee to be escorted home. Remember, if the employee is in no shape to work, he or she is in no shape to drive.
7. Refer the employee to your employee assistance program, if you have one. Treatment for meth does work, if treatment is sought.
3. Is a group of people involved, or a single employee?
4. Are you the direct supervisor to anyone involved in the incident?
5. Are reliable witnesses available?
6. Is any physical danger involved in taking action or not taking action?
7. Are there existing policies that apply to the situation?
8. Does the situation require expert consultation from human resources, security, or law enforcement?
9. Have you documented what you see and what you have done in response?

If you observe the illegal distribution, possession, sale, transportation, or manufacture of controlled and dangerous substances on company property, contact local law enforcement for assistance.

Employers who suspect meth use should answer the following questions:

1. What exactly do you see that makes you suspect meth use?
2. Does there appear to be illegal activity, policy violations, or very unusual behavior taking place?



### EMERGENCY ACTION FOR METH OVERDOSE

If you suspect a person may have overdosed on meth or another drug, call 911 and seek emergency treatment immediately. Then, if the person is conscious, ask what he or she took and try to get as much detailed information as possible, such as how much and how long ago. You may also want to search the area and the person for any possible clues about what substances were taken, such as drug paraphernalia, bottles of prescription drugs, or packets of illegal drugs. Share any details or evidence you discover with emergency medical personnel so that the person's medical care is based on as much information as possible.



## The Good News: Drug Treatment Pays

Meth treatment does work, and it is a wise investment. Every dollar spent on treatment saves up to twelve dollars in averted health, social, and criminal justice costs.

A Harvard School of Public Health study compared the cost-effectiveness of various medical, safety, and behavioral interventions in terms of costs per year and found addiction treatment to be in the top 10 percent.<sup>9</sup>

The National Institute on Drug Abuse (NIDA) says the most effective treatments for meth addicts are “cognitive behavioral interventions” designed to help modify a patient’s thinking, expectations, and behaviors, and to improve life coping skills. Effective treatment addresses medical, psychological, legal, social, and vocational issues. As is true for all chemical dependency treatment, meth treatment works best when followed by mutual-support-group participation (such as Crystal Meth Anonymous, Narcotics Anonymous, or Alcoholics Anonymous) and a sober living environment.

The four components critical to recovery are

- intervention
- detox (getting off the drug)
- treatment (learning to live without drugs)
- continuing care (supported sober living)

People do recover.  
People do mend.



“When I talk to people about meth treatment, the most important point I want to make is that addiction is not about meth or cocaine or beer or heroin. It’s about the addict. My biggest fear is that the masses will start believing the fearmongers who want them to believe meth is so different from other drugs that people who are addicted to it can’t be successfully treated the same way other addicts are treated. Addiction is not about drugs; it’s about people. We don’t treat meth addicts or heroin addicts. We treat individuals, all of whom have their own story to tell and their own very unique set of circumstances to face.”

— Jim Atkins, Director of Admissions,  
Hazelden

## Protect Your Business from the High Cost of Addiction

Prevention is really the best way to protect employers and society from the high cost of addiction.

What can employers do to start a prevention campaign in their workforce? Engage in meth education and communicate a company philosophy that requires abstinence and encourages using employees to get treatment.

### ***Educate Employees on the Dangers of Meth***

Research by SAMHSA and the National Survey on Drug Use and Health Education shows that education programs do work to reduce drug abuse. Employers can sponsor drug education in the workplace by communicating prevention messages through employee training and other sources such as posters, pamphlets, and videos.

Educational videos can enhance prevention programs. Use the three videos (listed below) contained on the *Meth: Our Nation's Crisis* DVD during training to educate employees on the dangers of meth. If you need a copy of the DVD, check with your community meth-awareness initiative, or log on to [www.hazelden.org/bookstore](http://www.hazelden.org/bookstore) or call 800-328-9000 for more information.

1. *Meth: Shadow Across America* is a 28-minute video that covers the extent of emerging meth problems from the perspective of law enforcement and treatment professionals. The Hazelden Foundation and TPT's (Twin Cities Public Television) Minnesota Channel present experts who discuss what meth is, the

dangers of meth labs, meth addiction, and possible solutions to this growing menace.

2. *Life After Meth* is a 28-minute video that shows that although meth devastates individuals and families, recovery from addiction—even meth addiction—is possible. The Hazelden Foundation and TPT's Minnesota Channel present the compelling personal stories of six people who are living in recovery from meth addiction.
3. *Walking on Thin Ice*, appropriate for teen and young adult employees, is a 21-minute video that describes how meth is seeping in from society's fringe to infect mainstream America. It offers straight facts from the perspectives of teens who are recovering from meth addiction, police, and a paramedic whose true stories detail the ravages of the drug, and a coroner who routinely performs autopsies on teens who have overdosed on it. Viewers learn about meth, its negative effects on the body, brain, and behavior,

### **Find a Treatment Facility in Your Area**

SAMHSA has created an online substance abuse treatment facility locator—a searchable database of more than 11,000 U.S. addiction treatment programs that treat alcohol and other drug abuse problems.

To find the nearest facility, go to [www.findtreatment.samhsa.gov](http://www.findtreatment.samhsa.gov).

and its side effects. This video also covers refusal skills—advice given to young people directly from their peers.

### ***Communicate a Company Philosophy That Encourages Using Employees to Get Treatment***

Employers play an important role in helping to guide managers, supervisors, and other employees toward recovery. Hazelden recommends that businesses consider the following tips when dealing with alcohol and other drugs in the workplace:

#### **1. Assess Your Company's Beliefs about Addiction**

Does your company believe employees who are addicted to alcohol or other drugs should be treated the same as employees battling cancer, diabetes, or other diseases? Would your company support an intervention if an employee suffered from an addiction to alcohol or other drugs? Because of the stigma of addiction, many employers view addicted employees as offenders, rather than people struggling

with a chronic, treatable disease. Decide what steps you can take to lead an addicted employee toward treatment and recovery, rather than termination.

#### **2. Evaluate the Current State of Drug Addiction in Your Workforce**

What is the gap between your company's desire for a drug-free workplace and the reality of employee performance problems? Performance problems can be a sign of an addiction to alcohol, cocaine, meth and other stimulants, sedatives, prescription medication, or other drugs. Would a confidential survey of your employees reveal far more dependence on alcohol and other mood-altering drugs than you might expect? Is your company training its supervisors and managers to identify the behavioral signs of employees who are having trouble with alcohol and other drugs?

#### **3. Inform Employees about How Your Company Deals with Addiction**

Openly educate employees about chemical dependency treatment options. Conduct a training class on your company's policy on drug use on the job and addiction treatment options. Clearly encourage early intervention and treatment, rather than waiting for a problem to escalate and then relying on punishment and termination. Explain to employees how your health insurance and benefits package supports chemical dependency treatment and recovery. Assure employees that they will not be punished for getting the help they need. If your company is willing to supply an interventionist to head off a crisis with

***“Human resource professionals recognize that addiction treatment works and know that recovering employees come back after treatment as productive members of their companies. Yet at many companies, these enlightened beliefs aren't translated into the practice of directing employees into treatment, thanks to the stigma of addiction and a lack of knowledge about it.”***

— William C. Moyers, Vice President of External Affairs,  
Hazelden

an addicted employee, communicate that benefit to all employees. Mention what type of leave of absence your company provides to accommodate inpatient addiction treatment.

#### **4. Create a Company Culture That Supports Treatment and Recovery**

Erase the stigma of addiction in your workplace. Urge employees to seek help at the earliest possible stage and create a safe environment that encourages co-workers to intervene rather than ignore the signs of addiction. Provide support for the supervisor, co-workers, employees, and support staff who help facilitate intervention for a co-worker dealing with addiction. Addicted employees are often afraid to take advantage of official drug treatment resources, including employer-paid health insurance, so consider the value of giving your employees access to an anonymous, independently operated helpline or employee assistance program (EAP).

#### **5. Balance Discipline with the Hope of Treatment and Recovery**

Companies should balance two tracks when dealing with addicted employees. The first is a potential disciplinary track, which could lead to serious consequences including termination. The second is an accommodation and treatment track, which is often less expensive and less disruptive to your company. Your company's overall goal should be early intervention and treatment of employees with an addiction to alcohol or other drugs.

#### **6. Inform Employees about How They Can Help Addicted Co-workers**

Most employees care about their co-workers or their family members who may be showing signs of addiction, but they have no idea how to help. Explain in your policy manual how employees can safely intervene if they believe a co-worker has a problem with addiction. What are their options? Describe some typical scenarios and possible steps that a concerned co-worker could safely take. Many employees admit that they have covered up for an addicted manager's substance abuse problem.

#### **7. Make Confidentiality and Respect the Core of Your Company's Approach to Addiction in the Workplace**

National surveys show that addicted employees will avoid treatment, even treatment that's covered by their health insurance, if they are worried about confidentiality and the consequences of coming forward. Companies should create a safe process that respects the employee's confidentiality. This will encourage employees to step forward to seek help.

#### **8. Evaluate Your Company's Efforts to Deal with Addiction**

Are employees accessing your EAP resources for addiction? Nationally, barely 5 to 10 percent of eligible employees actually use EAP services that are available to them. Evaluate how often your company's services are utilized. Do employees understand your policies? Why aren't they taking advantage of the treatment options?

Remember that using an EAP can allow your employees to return to the workplace as sober and more productive employees.

**9. Make It Easy for Employees to Access Support for Their Sobriety**

Identify aftercare programs that provide counseling and support for the years following treatment. Let supervisors know what resources they can tap into for their employees, including local Alcoholics Anonymous chapters. Provide comfortable alternatives to alcohol at company functions, and avoid scheduling office-related business meetings in bars.

**10. Hire Candidates Who Have Sought Treatment for Addiction and Are in Recovery**

People in recovery are highly motivated to succeed and prove themselves, and they take tremendous pride in their achievements at work. Hiring employees who have made the transition from addiction to recovery sends a clear message to other employees that your company understands that recovery is possible.

**11. Request Inclusive Health Insurance Coverage for Addicted Employees**

Want to become an “Employer of the Year,” sought out by top-quality candidates as the best place to work? Use your company’s policy toward addiction treatment as a recruitment and retention tool. Go public about how your company goes the extra mile for employees and their families who are struggling with addiction. Show your commitment by negotiating with your health insurance company for coverage of behavioral health services that include adequate treatment for alcohol and other drug addiction.

**12. Support Legislation That Guarantees Access to Addiction Treatment**

Join with the Partnership for a Drug-Free America, American Society of Addiction Medicine, Physician Leadership on National Drug Policy, or other groups to support legislation that would require all health insurers to treat the illness of drug addiction no differently from how they currently treat other chronic diseases, such as heart disease and diabetes.

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If you think of meth as primarily a West Coast problem, consider this startling fact: in 2004, more clandestine lab incidents were reported in Iowa (1,432) and Illinois (1,129) than in California (785).<sup>10</sup>

## Does Your Current Workplace Policy Address Addiction?

If your company is subject to the requirements of the Drug-Free Workplace Act of 1988 (by virtue of a grant/contract with the federal government), you should add the following statement to your drug policy:

“As a condition of employment, employees must abide by the terms of this policy, and must notify (Company Name) in writing of any conviction or violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction.”

If you are including an EAP in your company’s program, add the following paragraph to your policy:

“(Company Name) offers an employee assistance program (EAP) benefit for employees and their dependents. The EAP provides confidential assessment, referral, and short-term counseling for employees who need or request it. If an EAP referral to a treatment provider outside the EAP is necessary, costs may be covered by the employee’s medical insurance, but the costs of such outside services are the employee’s responsibility.”

If you are adding drug testing to your drug-free workplace policy, add paragraph 1 and/or paragraph 2, which follow:

### 1. Pre-employment testing paragraph:

“All job applicants at this company will undergo testing for the presence of illegal



## About Drug Testing

Some employers have found testing helpful in the battle against drug use. You may want to consider it as part of your employment policies. However, drug testing is not required under the Drug-Free Workplace Act of 1988.

Most employers across the United States are not required to test, and many state and local governments have statutes that limit or prohibit workplace testing unless required by state or federal regulations for certain jobs.

All employers should consult with legal advisors to ensure that they comply with any applicable state or local laws and design their testing programs to withstand legal challenges.



drugs as a condition of employment. Any applicant with a confirmed positive test result will be denied employment. This company will not discriminate against applicants for employment because of a past history of drug abuse. Therefore, individuals who have failed a pre-employment test may initiate another inquiry with the company after a period of no less than six months, but must present themselves drug-free.”

## 2. Employee testing paragraph:

“This company has adopted testing practices to identify employees who use alcohol or illegal drugs either on or off the job. It shall be a condition of employment for all employees to submit to drug testing under the following circumstances:

- when there is reasonable suspicion that an employee is under the influence of alcohol or illegal drugs
- when employees are involved in on-the-job accidents where personal injury or damage to company property occurs
- as part of a follow-up program to treatment for alcohol or other drug abuse”

See the Sample Drug-Free Workplace Policy (in the appendix at the end of the guide) for an example policy.

## Elements of a Good Drug-Free Workplace Policy

SAMHSA recommends that such a policy include

### A rationale

- the reason for the policy
- what it is designed to do
- how it was developed

### Expectations and prohibitions

- the employee behaviors that are expected
- exactly what substances and behaviors are prohibited

### Consequences and appeals

- precisely what will happen if an employee violates the policy
- procedures for determining if an employee has violated the policy
- how appeals will be handled

### Benefits and assurances

- efforts to help employees comply with the policy
- how requests for help will be handled
- how employee confidentiality will be protected
- how fairness and consistency will be maintained



## Retailers Can Reduce Meth Labs by Restricting Pseudoephedrine Sales

People who “cook” meth create the drug from products and medications that are commonly found on the shelves of farm supply, grocery, drug, and hardware stores. Some states and model communities nationwide have united retailers to participate in voluntary policies to restrict sales of pseudoephedrine, a common cold medicine and key ingredient in the production of meth.

Here are some additional steps you can take to deter theft or large purchases of other products that are used in producing meth:

- Limit the purchase of lithium batteries to no more than two packages per customer.
- Limit the purchase of ether (starting fluid) to no more than one per customer.
- Pay attention to empty packages or blister packs discarded in the store. This may indicate shoplifting of the products for use in making meth. Place these precursor products in an area that can be easily monitored by employees.
- Educate employees on store policy related to these “target” products and the proper response to take when a suspicious purchase is made.
- Develop a system for documenting suspicious behavior and communicating with local law enforcement.

## Support Legislation That Restricts Pseudoephedrine Sales

State legislation that makes pseudoephedrine—a key ingredient in meth production—hard to get has been proven to inhibit small-time lab operators. In April 2004, Oklahoma passed the nation’s most stringent state meth precursor control law, according to the 2004 *National Synthetic Drugs Action Plan*. The law restricts the sale of nonprescription



### How Can You Get Help to Develop a Workplace Policy That Addresses Addiction?

Contact the SAMHSA Workplace Helpline for a toll-free consulting service that provides technical assistance and guidance in developing and evaluating workplace programs and policies. The helpline is staffed by trained workplace specialists who can help design a program that meets your specific workplace needs.

Confidential consultation is provided free by the U.S. Center for Substance Abuse Prevention on policy development, supervisor training, employee education, employee assistance programs, and drug testing. Callers are also offered a variety of free materials and publications based on their needs.

Contact the Workplace Helpline at 800-WORKPLACE (800-967-5752) or visit [www.workplace.samhsa.gov/HelpLine/HelpLine.htm](http://www.workplace.samhsa.gov/HelpLine/HelpLine.htm).

pseudoephedrine; only licensed pharmacists or pharmacy technicians can sell these medicines from behind the pharmacy counter. Customers must also show ID to the pharmacist, who keeps a monthly record of individual purchases. Only nine grams of pseudoephedrine may be sold to a person in a thirty-day period. Other states including Iowa, Missouri, and Minnesota have similar laws.

The law has been shown to reduce the number of meth labs in many participating states. Officials in Oklahoma were busting about 1,300 smaller labs a year in 2002 and 2003, according to a statement by Oklahoma's Drug Task Force. Since the law passed, the number of lab seizures dropped by 80 to 90 percent, and the state's child welfare and other social services programs have handled fewer meth-related cases.<sup>11</sup>

After Iowa passed its law restricting pseudoephedrine sales, meth lab seizures in that state plummeted by 75 percent, according to an investigative report by the Minneapolis *Star Tribune*. Minnesota noticed a sharp decline in the number of lab seizures within four months of passing its law in mid-2004.

### Implement Meth Watch in Your Community

A voluntary program sponsored by the Consumer Healthcare Products Association, Meth Watch can help reduce the theft and suspicious sales of pseudoephedrine products and other common household products used to cook meth in small, toxic labs. Through participation in the program, retailers and law enforcement help raise awareness about the diversion of legal products to the illegal manufacture of meth, better equipping local communities to address the problem.

Learn how to implement Meth Watch in your community through the resource center at [www.methwatch.com](http://www.methwatch.com).

### Know the Products Used to Produce Meth

Be aware of excessive or repeat sales of the products that can be used to cook meth. Individually, each product is legal and useful, but when mixed together and processed, they create a toxic product—meth.

Common ingredients used to cook meth include the following:

- alcohol—gasoline additives or rubbing alcohol
- ether (starting fluid)
- benzene
- paint thinner
- freon
- acetone
- chloroform
- camp stove fuel
- anhydrous ammonia
- white gasoline
- phenyl-2-propane
- phenylacetone
- phenylpropanolamine
- rock, table, or Epsom salt
- iodine crystals
- red phosphorous
- toluene (found in brake cleaner)
- lye
- drain cleaner
- muriatic acid
- battery acid
- lithium from batteries
- sodium metal
- ephedrine
- cold tablets
- diet aids
- iodine
- bronchodilators

While officials are optimistic that the law will continue to reduce smaller labs in Minnesota, meth brought in from large labs in California and Mexico is still a huge problem. State law enforcement officials estimate that 80 percent of the meth in Minnesota comes from Mexico. This reinforces the need for tighter laws to restrict the import or sale of illegal pseudoephedrine that fuels these “super labs.”<sup>12</sup>

Communities can use collective action to lobby state officials for an ordinance that restricts the sale of pseudoephedrine. Often the first ordinance in a state sets a benchmark for surrounding communities to follow. While working to create an ordinance, request that retailers and pharmacies voluntarily restrict and monitor sales of pseudoephedrine products. Support the voluntary movement of those products from store’s open shelves to behind pharmacy counters or manned counters in nonpharmacy retail settings. Ask retailers to educate their store employees on how to respond to suspicious pseudoephedrine purchases.

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## Hazelden Resources for Employers

The Hazelden Store offers books, videos, and other products on recovery, treatment, criminal justice, and prevention. Log on to [www.hazelden.org/bookstore](http://www.hazelden.org/bookstore) for more information.

### Alcohol and Drug Addiction in the Workplace

#### A GUIDE FOR SUPERVISORS AND MANAGERS

*Center City, MN: Hazelden, 2000 • Order #4076*

This booklet confirms that substance abuse is a treatable disease and that employee intervention really works. This important guide

- identifies the hallmarks of addiction
- describes the employee intervention process
- explains employee assistance programs
- discusses relevant employment law issues

### Drug Free Workplace Package: A COMPREHENSIVE TRAINING PACKAGE

*by Joanne Hubal*

*Center City, MN: Hazelden, 1992 • Order #0835*

Developed to address the requirements of the federal government’s Drug-Free Workplace Act of 1988, this program

- combines the high visual impact of video with the take-along value of print materials
- helps companies that conduct \$25,000 or more in business with the federal government comply with the Act and maintain vendor/contractor eligibility

Includes one copy of the video *Toward a Drug Free Workplace*, 100 copies of the pamphlet *Employees and Drug Use*, 20 copies of the supervisor’s booklet *Toward a Drug Free Workplace*, and 20 copies of the pamphlet *It’s Your Business—Intervention for a Drug Free Workplace*.

**Meth: The Home-Cooked Menace***by Dirk Johnson**Center City, MN: Hazelden, 2005 • Order #7794*

With staggering facts and up-to-the-minute information, this award-winning journalist has written the definitive book about America's methamphetamine pandemic. Johnson examines the unprecedented physical, mental, social, and environmental destruction caused by meth use and production.

**Workplace Intervention:****THE BOTTOM LINE ON HELPING ADDICTED EMPLOYEES BECOME PRODUCTIVE AGAIN***by James Fearing**Center City, MN: Hazelden, 2000 • Order #1674*

Business managers, CEOs, human resource professionals, and employee assistance staff will find a host of effective measures to address employee addiction. Written by an experienced interventionist, this book covers the cost of addiction, recognizing serious problems, the intervention process, the role of EAPs, treatment options and family involvement, legal issues, workplace violence, and mental health issues.

**Web Resources for Employers**

As noted, some of these sites are administered by the U.S. Department of Labor (DOL), Drug Enforcement Administration (DEA), or the Substance Abuse and Mental Health Services Administration (SAMHSA) division of the Department of Health and Human Services.

**Drug-Free Workplace Advisor**[www.dol.gov/elaws/drugfree.htm](http://www.dol.gov/elaws/drugfree.htm)

866-487-2365

This DOL site provides information to businesses about how to establish and maintain an alcohol- and drug-free workplace.

**Employee Assistance Professionals Association**[www.eapassn.org](http://www.eapassn.org)

703-387-1000

This membership organization offers resources to employee assistance professionals.

**GetFit**[www.getfit.samhsa.gov](http://www.getfit.samhsa.gov)

This SAMHSA site offers an interactive workplace tool with information about physical health, mental health, and alcohol and other drugs.

**Guidelines for a Drug-Free Workforce**[www.usdoj.gov/dea/demand/dfmanual](http://www.usdoj.gov/dea/demand/dfmanual)

This DEA site includes sample policies and information on drug testing, education, and training.

**Institute for a Drug-Free Workplace**[www.drugfreeworkplace.org](http://www.drugfreeworkplace.org)

703-288-4300

This site advocates drug-free workplace programs and discusses the rights and responsibilities of employers and employees with regard to drug-use disorders and the workplace.

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**Meth Watch**

[www.methwatch.com](http://www.methwatch.com)  
202-429-9260

This voluntary program is designed to reduce the theft and suspicious sales of pseudoephedrine products and other common household products used to cook meth.

**National Drug and Alcohol Treatment Referral Helpline**

[www.workplace.samhsa.gov/HelpLine/HelpLine.htm](http://www.workplace.samhsa.gov/HelpLine/HelpLine.htm)  
800-662-4357  
800-487-4889 (TDD)  
877-767-8432 (Spanish)

This SAMHSA site offers free and confidential information on treatment, referral, and drug-free workplace policies and programs.

**Office of National Drug Control—  
Drug-Free Workplace**

[www.whitehousedrugpolicy.gov/prevent/workplace/index.html](http://www.whitehousedrugpolicy.gov/prevent/workplace/index.html)

Provides demographics, research, and other information on establishing a drug-free workplace.

**SAMHSA Division of Workplace Programs**

[www.drugfreeworkplace.gov](http://www.drugfreeworkplace.gov)  
800-729-6686

Offers printed information such as booklets, pamphlets, monographs, workplace kits, videotapes, and treatment improvement protocols (TIPS).

**Working Partners for an Alcohol- and Drug-Free Workplace**

[www.dol.gov/workingpartners](http://www.dol.gov/workingpartners)  
202-693-5919

This DOL site helps equip businesses and communities with tools and information to effectively address alcohol and other drug problems.

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## APPENDIX

**Sample Drug-Free Workplace Policy****[Company Letterhead]**

**[Company name]** is committed to providing a safe work environment and to fostering the well-being and health of its employees. That commitment is jeopardized when any **[Company name]** employee illegally uses alcohol or other drugs on the job, comes to work with these substances present in his/her body, or possesses, distributes, or sells drugs in the workplace.

Therefore, **[Company name]** has established the following policy:

1. It is a violation of company policy for any employee to possess, sell, trade, or offer for sale illegal drugs or otherwise engage in the use of illegal drugs or alcohol on the job.
2. It is a violation of company policy for anyone to report to work under the influence of illegal drugs or alcohol—that is, with illegal drugs or alcohol in his/her body.
3. It is a violation of the company policy for anyone to use prescription drugs illegally. (However, nothing in this policy precludes the appropriate use of legally prescribed medication.)
4. Violations of this policy are subject to disciplinary action up to and including termination. It is the responsibility of the company's supervisors to counsel employees whenever they see changes in performance or behavior that suggest an employee is under the influence of alcohol or other drugs. Although it is not the supervisor's job to diagnose personal problems, the supervisor should encourage such employees to seek help and advise them about available resources for getting help. Everyone shares responsibility for maintaining a safe work environment, and co-workers should encourage anyone who uses alcohol or other drugs in the workplace to seek help.

The goal of this policy is to balance our respect for individuals with the need to maintain a safe, productive, and drug-free environment. The intent of this policy is to offer a helping hand to those who need it, while sending a clear message that illegal drug use and alcohol abuse are incompatible with employment at **[Company name]**.

## Notes

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3. Cited in Hazelden Foundation, “Many Good Reasons for Providing a Drug-Free Workplace,” “Alive & Free” column, Nov. 28, 2005, available at [www.hazelden.org/servlet/hazelden/cms/ptt/hazl\\_alive\\_and\\_free.html?sh=t&sf=t&page\\_id=30404](http://www.hazelden.org/servlet/hazelden/cms/ptt/hazl_alive_and_free.html?sh=t&sf=t&page_id=30404).

4. Hazelden Foundation, *Addiction in the Workplace Survey* (Center City, MN: Hazelden, 1996).

5. Substance Abuse and Mental Health Services Administration, “Nation’s Youth Turning Away from Marijuana, as Perceptions of Risk Rise; Most Adults with Substance Abuse Problems Are Employed,” media advisory released Sept. 9, 2004, available at [www.samhsa.gov/news/newsreleases/040909nr\\_NSDUH.htm](http://www.samhsa.gov/news/newsreleases/040909nr_NSDUH.htm).

6. Erin Moriarity, “Meth Abusers Cost Employers Millions,” *Atlanta Business Journal*, Jan. 27, 2006, available at [atlanta.bizjournals.com/atlanta/stories/2006/01/30/story3.html](http://atlanta.bizjournals.com/atlanta/stories/2006/01/30/story3.html).

7. Hazelden Foundation, “Many Good Reasons,” Nov. 28, 2005.

8. National Institute on Drug Abuse sources and Carol L. Falkowski, *Dangerous Drugs: An Easy-to-Use Reference for Parents and Professionals*, 2nd ed. (Center City, MN: Hazelden, 2003).

9. Kristen Apgar, “Solutions to Workplace Substance Abuse: Prevention and Treatment Strategies,” *Issue Brief* (Institute for Health Care Costs and Solutions), Vol. 2 No. 1, Jan./Feb. 2003.

10. “Total of Clandestine Laboratory Incidents . . . 2004,” map based on figures reported by the National Clandestine Laboratory Database to the DEA’s El Paso Intelligence Center (EPIC). EPIC is a collaborative effort of more than fifteen federal and state agencies concerned with tracking drug movement and immigration.

11. ABC News report, “In the Trenches of the War on Meth,” Nov. 2, 2005, available at <http://abcnews.go.com/Health/Drugs/story?id=1230527>.

12. Report from the Iowa Senate Republican Staff, *Week in Review*, “Meth Makers Cross the Mississippi for Pseudoephedrine Illinois Considering Tougher Restrictions to Keep Pace with Iowa,” Sept. 23, 2005, available at [www.iowasenatepublicans.org/Week%20in%20Review/September%2023,%202005.htm](http://www.iowasenatepublicans.org/Week%20in%20Review/September%2023,%202005.htm).